

MINUTES OF THE CITY COUNCIL

CITY OF AUSTIN, TEXAS

Regular Meeting

September 9, 1954

10:00 A.M.

Council Chamber, City Hall

The meeting was called to order with Mayor McAden presiding.

Roll Call:

Present: Councilmen Long, Pearson, Thompson, White, Mayor McAden
Absent: None

Present also: W. E. Seaholm, City Manager; W. T. Williams, Jr., City Attorney; C. G. Levander, Director of Public Works; R. D. Thorp, City of Police.

Invocation was delivered by REV. BERT MILLER, Congregational Church.

Pledge of Allegiance to the Flag.

Councilman White moved that the Minutes of September 2nd be approved. The motion, seconded by Councilman Thompson, carried by the following vote:

Ayes: Councilmen Pearson, Thompson, White, Mayor McAden
Noes: None
Present but not voting: Councilman Long

MR. ED CLARK, representing MR. ROBERT L. CLARK, General Attorney for the Safeway Stores, Inc., made an offer or request for an option on the 36 acre Hancock Tract, at \$300,000, and submitted their check for \$9,000 as earnest money. Councilman Thompson stated he was going to offer a resolution which would recommend the posting of earnest money of 5%. Mr. Clark, in keeping with his instructions from Mr. Robert Clark, left the check, realizing there might be some changes made before the sale was authorized, but stated this would be a starting point and would set a floor but not a ceiling. Councilman White asked if they would be interested in 200' on the Highway, and Mr. Clark did not think they would, as they were making the offer for the whole tract. Councilman Long felt the tract would be better used for the public. Councilman Pearson wanted the matter put up under sealed bids and give everybody interested a chance to bid on the property. MR. M. H. CROCKETT agreed that this should be handled through sealed bids, and asked that time be given the citizens to plan their developments, financing, etc., which could not be done within 30 days. Councilman Thompson stated his Resolution would be to offer the property for sale and vote the proceeds

to develop the golf course, Hancock Park and Kohn Park. After more detailed discussion, the Mayor set the matter of the sale of the Hancock tract for Public Hearing at 2:00 P.M., September 27th.

MR. M. H. CROCKETT asked the City to sell him the two lots adjoining his property at 707 Sparks, for which he would pay \$5,000. He had sold them to the City for \$1,000. It was believed these lots, now a part of Eastwood Park, had been dedicated for park purposes. MR. CROCKETT asked that fines for over parking or parking in no-parking zones be reduced from \$1.00 to .50¢.

Councilman White offered the following resolution and moved its adoption:

(RESOLUTION)

WHEREAS, Mrs. W. L. Swenson has made application in writing for permission to use and maintain in her residence a day nursery complying with all City and State regulations, on Lot 13, Block 2, Upland Addition, in the City of Austin, Travis County, Texas, the same being on the west side of Kern Ramble Street and locally known as #18 Kern Ramble Street, which property is located in an "A" Residence District and under Section #4, Item 13a of the Zoning Ordinance requires a special permit from the City Council; and

WHEREAS, this application has been considered and approved by the City Council of the City of Austin, therefore

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

THAT permission for the use and maintenance of a day nursery at the location described above be granted to Mrs. W. L. Swenson.

The motion, seconded by Councilman Pearson, carried by the following vote:
Ayes: Councilmen Long, Pearson, Thompson, White, Mayor McAden
Noes: None

Councilman White offered the following resolution and moved its adoption:

(RESOLUTION)

WHEREAS, Mrs. L. J. Hagan has made application in writing for permission to use and maintain in her residence a day nursery complying with all City and State regulations, on Lot 5, Block 2, Morningside Addition, in the City of Austin, Travis County, Texas, the same being on the north side of East 53-1/2 Street and locally known as 904 East 53-1/2 Street, which property is located in an "A" Residence District and under Section #4, Item 13a of the Zoning Ordinance requires a special permit from the City Council; and

WHEREAS, this application has been considered and approved by the City Council of the City of Austin, therefore

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

That permission for the use and maintenance of a day nursery at the

location described above be granted to Mrs. L. J. Hagan.

The motion, seconded by Councilman Long, carried by the following vote:
Ayes: Councilmen Long, Pearson, Thompson, White, Mayor McAden
Noes: None

The Mayor brought up the following zoning application for further consideration:

H. A. SCHUYLER

6007-21 & 6101-05
Brooks Street

From "A" Residence
1st Height and Area
To "C" Commercial
6th Height and Area
NOT Recommended by the
Planning Commission.

The Mayor asked those who wished to uphold the recommendation of the Planning Commission to vote "aye", those opposed to vote "no". Roll call showed the following vote:

Ayes: Councilman Pearson
Noes: Councilmen Long, Thompson, White, Mayor McAden

The Mayor announced that the recommendation of the Planning Commission had been overruled and the change granted; the City Attorney was instructed to draw the necessary ordinance.

The Mayor brought up the following zoning application for further consideration:

VEE P. JERNIGAN

3505 Neal Street

From "A" Residence
To "C" Commercial
NOT Recommended by the
Planning Commission.

The Mayor asked those who wished to uphold the recommendation of the Planning Commission to vote "aye", those opposed to vote "no". Roll call showed the following vote:

Ayes: Councilmen Long, Pearson, Thompson, White, Mayor McAden
Noes: None

The Mayor announced that the recommendation of the Planning Commission had been upheld and the change DENIED.

The Council postponed action until the following week on the following zoning application:

FRED WALKER, MRS.
HELENA HARDCASTLE
& MRS. JESSIE F. COOK

1500-06 West 5th Street RECOMMENDED "C" 6th
& 501-03 Powell Street except no. 150' of
Hardcastle property.

(No opposition. The applicants did not want the 6th Height & Area) MRS. E. M. MORRIS, 508 Oakland, inquired about the alley; as her family gave all the alley property.

Councilman Thompson offered the following resolution and moved its adoption:

(RESOLUTION)

WHEREAS, Southern Union Gas Company has presented to the City Council tentative maps or plans showing the proposed construction of its gas mains in the streets in the City of Austin hereafter named, and said maps or plans have been considered by the City Council; therefore

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

THAT Southern Union Gas Company be and the same is hereby permitted to lay and construct its gas mains in and upon the following streets:

(1) A gas main in RIDGE DRIVE, from East 12th Street southerly 252 feet, the centerline of which gas main shall be 6.5 feet west of and parallel to the east property line of said RIDGE DRIVE.

Said gas main described above shall have a cover of not less than $2\frac{1}{2}$ feet.

(2) A gas main in SOUTH 1ST STREET, from a point 78 feet north of Cardinal Lane northerly 150 feet, the centerline of which gas main shall be 8 feet west of and parallel to the east property line of said SOUTH 1ST STREET.

Said gas main described above shall have a cover of not less than $2\frac{1}{2}$ feet.

(3) A gas main in BULL CREEK ROAD, from a point 32 feet north of West $49\frac{1}{2}$ Street northerly 62 feet, the centerline of which gas main shall be 6.5 feet west of and parallel to the east property line of said BULL CREEK ROAD.

Said gas main described above shall have a cover of not less than $2\frac{1}{2}$ feet.

THE Southern Union Gas Company is hereby put upon notice that the City of Austin does not guarantee that the space assigned above is clear from other underground utilities, but is based upon the best records we have at hand, and that the minimum depth stated does not have any reference to the fact that greater depths may not be required at special points. When the Southern Union Gas Company requires definite information upon the ground as to elevations or working points from which to base the location of their assignments, they shall apply to the Department of Public Works not less than three (3) days before such information is required. The Southern Union Gas Company is further put upon notice that they will be required to bear the expense of repairs or replacement

of any underground utility damaged during the construction of lines named in this resolution.

AND THAT whenever pavement is cut in the vicinity of a fire plug, water must be used at intervals during the course of backfilling of the ditches.

THAT the work and laying of said gas mains, including the excavation in the streets, and the restoration and maintenance of said streets after said mains have been laid shall be under the supervision and direction of the City Manager, and under all the pertinent terms and conditions of the certain franchises granted to said company by the City of Austin.

The motion, seconded by Councilman Pearson, carried by the following vote:

Ayes: Councilmen Long, Pearson, Thompson, White, Mayor McAden
Noes: None

Councilman Long offered the following resolution and moved its adoption:

(RESOLUTION)

WHEREAS, a certain public utilities easement five (5') feet in width along the west five (5) feet of a tract marked "RESERVE" was reserved and dedicated to the public on a map or plat of "A Resubdivision of Block C and a portion of Blocks B & E of Shoalmont Addition, Section 3", according to a plat of said subdivision of record in Book 5, page 104, Plat Records of Travis County, Texas; and,

WHEREAS, said tract marked "RESERVE", together with other property, was resubdivided as Shoalmont Addition Section 5, according to a map or plat of record in Book 6, page 166, Plat Records of Travis County, Texas, and said five (5) foot strip of land presently being out of and a part of Lots 1, 2 and 3, of Block C of said Shoalmont Addition, Section 5; and

WHEREAS, said public utilities easement is not now needed and hereafter will not be required by the City of Austin; Now, Therefore,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

That W. E. Seaholm, City Manager, be and he is hereby authorized and directed to execute a release of said public utilities easement, being described as follows:

A strip of land five (5) feet in width, as provided on a map or plat of "A Resubdivision of Block C and a portion of Blocks B & E, of Shoalmont Addition, Section 3", the centerline of said strip of land five (5) feet in width being more particularly described by metes and bounds as follows:

BEGINNING at a point in the south line of Lot 3 of Block C of said Shoalmont Addition, Section 5, and from which point of beginning the southwest corner of said Lot 3 bears S. 85° 44' W. 3.00 feet;

THENCE N. 29° 22' E. 256.40 feet to point of termination on the north line of Lot 1, Block C of said Shoalmont Addition; Section 5, and from which point of termination the northeast corner of said Lot 1 bears S. 59° 31' E. 55.77 feet.

The motion, seconded by Councilman Pearson, carried by the following vote:

Ayes: Councilmen Long, Pearson, Thompson, White, Mayor McAden
Noes: None

The following applications for change of zoning were set for public hearing at 11:00 A.M., October 14th:

B. D. WATKINS, SR.	705-07 East 53rd & 5410 Eilers Avenue Lots 9 & 10, Block 20, The Highlands Subdivision.	From "A" Residence To "C" Commercial RECOMMENDED "B" Residence by the Planning Commission.
M. J. KOURI	1140 $\frac{1}{2}$ - 1148 7/8 Airport Boulevard, 1141-1149 $\frac{1}{2}$ Tillery, 3201-07 Rosewood Ave.	From "A" Residence To "C" Commercial RECOMMENDED by the Planning Commission.
DR. C. H. ROPER	2316-18 Euclid & 200-02 Olton Lots 1A & 1B, Block 6, LaPrelle Place.	From "A" Residence 1st Height and Area To "B" Residence 2nd Height and Area RECOMMENDED "B" Residence 1st Height and Area by the Planning Commission.

Councilman Long inquired about the date of hearing on the Building Code. The City Manager stated the various groups had asked for more time, as the one under consideration was now obsolete.

Councilman Long read a letter from a former prisoner in the jail, stating there was partiality shown the male prisoners, as they were allowed to work and earn from 90¢ to \$12.00 per day on their fines; that the work the men do could be done also by women, with the exception of that at the dog pound. The meals served women are very slim, whereas the men get three square meals a day, plus the opportunity of earning \$3.00 for 15 minutes work for \$12.00 for sweeping and dusting. The Chief of Police stated the women were permitted to work where they could find jobs for them; that most of the jobs were cleaning the jail cells, and would not be appropriate for the women prisoners to do. Councilman Thompson did not think any credence should be given to anonymous mail. Councilman Long thought it was a matter of changing the policy in the treatment of prisoners.

Councilman Thompson moved that the following be reappointed as members of the Navigation Board:

MR. FOREST PEARSON
DR. TERRENCE WATT

The motion, seconded by Councilman White, carried by the following vote:
Ayes: Councilmen Long, Pearson, Thompson, White, Mayor McAden
Noes: None

Councilman Long read a letter reporting theft of wreaths and floral tributes at Oakwood Cemetery, on August 21st between 7:00 P.M. and 8:00 A.M. the next morning. She suggested something be done to stop this vandalism. The Mayor asked that the City Manager make a report on this in about two weeks.

The Council received notice from the City Manager that the following applications for change of zoning had been referred to the Plan Commission:

TED WENDLANDT	510 Nelray Blvd. & 5413-15 Guadalupe	From "A" Residence 1st Height and Area To "B" Residence 1st Height and Area
ODAS JUNG	2504 Lake Austin Blvd.	From "C" Commercial 1st Height and Area To "C-1" Commercial 1st Height and Area
MARVIN E. BELL & F. W. KING	2117-2129 Goodrich Avenue	From "A" Residence 1st Height and Area To "C" Commercial 6th Height and Area
SYNOD OF TEXAS By Agent C. D. Wilson	4208 Duval Street	From "B" Residence 2nd Height and Area To "C" Commercial 6th Height and Area
ED. M. BARKLEY	2408 Santa Rita Street	From "B" Residence 2nd Height and Area To "C-1" Commercial 2nd Height and Area
CLIFF HARRINGTON	3400-3402 S. Congress & 101-105 Woodward St.	From "C" Commercial 6th Height and Area To "C-1" Commercial 6th Height and Area

The Council recessed at 12:10 until 2:00.

At 2:00 P.M. the Council resumed its meeting.

MR. TRUMAN E. O'QUINN, representing Yellow Cab Taxi Company and Checker Company, and other Taxicab Operators were present requesting an increase in rate

at 45¢ a mile and 5¢ for each 1/6 of a mile after that. MR. J. E. McCLAIM submitted the following charts and schedules:

DISTANCES ALLOWED UNDER PRESENT 5% TOLERANCE, AND
COMPARISON OF ALLOWANCE UNDER 3% TOLERANCE

Distance	Feet	5%	3%
1/6 Mile	880	44 feet	26 4/10 feet
1/5 "	11,056	52 8/10	31 68/100 "
1/4 "	1,320	66	39 60/100 "
2/6 "	1,760	88	52 8/10 "
2/5 "	2,112	1.05 6/10	63 36/100 "
1/2 "	2,640	132	79 2/10 "
3/5 "	3,168	158 4/10	95 4/100 "
4/6 "	3,520	176	105 6/10 "
3/4 "	3,960	198	118 80/100 "
4/5 "	4,224	2.11 2/10	126 72/100 "
5/6 "	4,400	2.20	132 "
1. "	5,280	264	158 4/10 "
1 1/6 "	6,160	308	184 8/10 "
1 1/5 "	6,336	316 8/10	190 8/100 "
1 1/4 "	6,600	330	198 "
1.2/6 "	7,040	352	211 2/10 "
1.2/5 "	7,392	369 6/10	221 76/100 "
1.1/2 "	7,920	396	237 6/10 "
1.3/5 "	8,448	422 4/15	253 48/100 "
1.4/6 "	8,800	440	264 "
1.3/4 "	9,240	462	277 20/100 "
1.4/5 "	9,504	475 2/10	285 12/100 "
1.5/6 "	9,680	484	290 4/10 "
2. "	10,560	528	316 8/10 "
2.1/6 "	11,440	572	343 2/10 "
2.1/5 "	11,616	580 8/10	348 48/100 "
2.1/4 "	11,880	594	356 40/100 "
2.2/6 "	12,320	616	369 6/10 "
2.2/5 "	12,672	633 6/10	380 16/100 "
2.1/2 "	13,200	660	396 "
5. "	26,400	1,320	792 "
7. "	36,960	1,848	1,109 "

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CHART SHOWING CURRENTLY EFFECTIVE RATE OF FARES,
SOME POSSIBLE RATE SCHEDULES, AND COMPARISON
WITH AVERAGE RATE FOR OTHER CITIES.

Miles	1/2	1	1 1/2	2	2 1/2	3	4	5	6	7	8
Current Rate	\$.45	\$.45	\$.45	\$.55	\$.65	\$.75	\$.95	\$ 1.15	\$ 1.35	\$ 1.55	\$ 1.75
1st. Drop	\$.20	\$.35	\$.55	.65	.75	.85	1.05	1.25	1.45	1.65	1.85
"	.20	.40	.50	.60	.70	.80	1.00	1.20	1.40	1.60	1.80
"	.20	.45	.55	.65	.75	.85	1.05	1.25	1.45	1.65	1.85
"	.25	.35	.60	.75	.85	1.00	1.25	1.50	1.75	2.00	2.25
"	.25	.40	.55	.65	.80	.90	1.15	1.40	1.65	1.90	2.15
"	.25	.45	.60	.70	.85	.95	1.20	1.45	1.70	1.95	2.20
"	.30	.35	.65	.80	.95	1.10	1.40	1.70	2.00	2.30	2.60
"	.30	.40	.55	.70	.85	1.00	1.30	1.60	1.90	2.20	2.50
"	.30	.45	.60	.75	.90	1.05	1.35	1.65	1.95	2.25	2.55

RATES OF FARE BASED ON 1 DROP ON 1 1/2 MILES

"	.35	.45	.55	.65	.75	.85	1.05	1.25	1.45	1.65	1.85
"	.40	.40	.40	.55	.65	.75	.95	1.15	1.35	1.55	1.75
"	.45	.45	.45	.60	.70	.80	1.00	1.20	1.40	1.65	1.80
"	.35	.50	.55	.70	.85	.95	1.20	1.45	1.70	1.95	2.20
"	.40	.40	.40	.60	.75	.85	1.10	1.35	1.60	1.85	2.10
"	.45	.45	.45	.65	.80	.90	1.15	1.40	1.65	1.90	2.15
"	.35	.50	.60	.80	.95	1.10	1.40	1.70	2.00	2.30	2.60
"	.40	.40	.40	.65	.80	.95	1.25	1.55	1.85	2.15	2.45
"	.45	.45	.45	.70	.85	1.00	1.30	1.60	1.90	2.20	2.50

Ave. other Cities	\$.37	.52	.62	.77	.87	1.02	1.27	1.52	1.77	2.02	2.27
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September 8, 1954

CITY OF AUSTIN, TEXAS

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Schedule of Estimated Total Trips, Total Miles, Total Earnings, Earnings
Per Average Trip and Earnings per mile for the Fiscal Year
October 1, 1954 to September 30, 1955: Based on Various Rate Schedules
For 1st. Drop, Distance Traveled and Rate Per Mile Traveled There After.

1st Drop 1 Mile	Rate Per Mile After 1st Drop	Est. Total Trips	Earnings Per 2 $\frac{1}{2}$ Mile Trips	Est. Total Earnings	Est. Total Miles	Est. Earnings Per Mile
$\frac{1}{2}$ Mi. \$.35	\$.20	1,219,639	\$.75	\$ 881,541.20	5,140,519	\$.17.2
.35	.25	1,219,639	.85	1,002,460.15	5,140,519	.19.5
.35	.30	1,219,639	.95	1,108,705.80	5,140,519	.21.6
.40	.20	1,219,639	.80	942,477.20	5,140,519	.18.3
.40	.25	1,219,639	.90	1,082,410.55	5,140,519	.21.1
.40	.30	1,219,639	1.00	1,169,724.80	5,140,519	.22.8
1 Mi. .40	.20	1,219,639	.70	820,511.10	5,140,519	.16
.40	.25	1,219,639	.80	899,341.23	5,140,519	.17.5
.40	.30	1,219,639	.85	986,841.50	5,140,519	.19.2
.45	.20	1,219,639	.75	881,541.20	5,140,20	.17.2
.45	.25	1,219,639	.85	960,223.23	5,140,519	.18.7
.45	.30	1,219,639	.90	1,047,823.80	5,140,519	.20.3
$1\frac{1}{4}$ Mi. .40	.20	1,219,639	.65	759,531.20	5,140,519	.14.8
.40	.25	1,219,639	.75	864,404.85	5,140,519	.16.8
.40	.30	1,219,639	.80	925,708.90	5,140,519	.18
.45	.20	1,219,639	.70	820,511.10	5,140,519	.16
.45	.25	1,219,639	.80	925,258.85	5,140,519	.18
.45	.30	1,219,639	.85	985,341.80	5,140,519	.19.2
$1\frac{1}{2}$ Mi. .40	.20	1,219,639	.60	698,549.20	5,140,519	.13.6
.40	.25	1,219,639	.65	760,050.15	5,140,519	.14.8
.40	.30	1,219,639	.70	803,793.70	5,140,519	.15.4
.45	.20	1,219,639	.65	760,614.22	5,140,519	.15
.45	.25	1,219,639	.70	810,472.72	5,140,519	.15.8
.45	.30	1,219,639	.75	864,905.80	5,140,519	.16.8

Ninety (90) Cities, one hundred thousand (100,000) population, fare for two and one half miles. \$.87.

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Analysis of Schedules of Taxicab rates now effective in ninety (90) cities of over one hundred thousand (100,000) population in the United States. Showing separately fare charged and distance traveled for first drop, and fare per mile thereafter.

No. Cities	1st. Drop	Distance	Rate Per Mile Thereafter					over 35
			Under 20	20	25	30	35	
1	\$.20	1/3 Mi.				1		
8	.25	1/4 Mi.		2	4	1		1
11	.30	1/3 Mi.		2	4	4		
36	.35	56/100Mi.	1	19	7	9	1	1
8	.40	42/100Mi.		2	1	3		2
10	.45	85/100Mi.	1	5	1	3		
14	.50	78/100Mi.	1	1	2	7		2
2 over	.50	1 Mi.			2			
90 Avg.	\$.37.5	55/100	3	31	21	28	1	6
56	.35	or below	55		\$.25	or below		

He suggested .45¢ for 1½ miles, and 25¢ per mile thereafter. The OWL Taxi Cab operator recommended 45¢ for 1½ miles and 5¢ for each 6th; MR. EDWIN SMITH recommended 45¢ for the first mile and 5¢ for each 6th. This recommendation was favored by operators of two colored cab companies and others. After more discussion and technical study by the Council, the Mayor suggested 45¢ for the first mile and a quarter and 5¢ for each 1/6 of a mile. The operators agreed on this rate as being sufficient for a trial basis. There was a discussion of fixing the rate, MR. EDWIN SMITH being very anxious for a fixed rate. Mayor McAden and Councilman Long suggested making this the maximum rate. Councilman White was not ready to set this as a fixed rate. The Mayor stated that the ordinance changing this rate would be brought before the Council next Thursday, September 16th. It was suggested that these rates be tried out for a year.

Councilman Thompson, having been appointed by the Council to make a thorough study of the City's insurance, stated he had asked MR. PAT DOOLEY to make a survey as a private citizen and work with MR. BLODGETT and submit his findings. MR. PAT DOOLEY submitted the following analysis and explained his studies in detail:

"September 3, 1954

"Mr. Ted Thompson
City Councilman
Austin, Texas

"Dear Ted:

"Early in this year you asked me to assist in making a study of the insurance program for city employees and give my opinion. The results of my study including my recommendations are given in this letter and the attached schedules.

"We are agreed, I believe, that there should be understanding on the part of both employees and management that the program of Employee Group Life and Health Insurance in inception, operation, and cost should be reasonable; and that it should

not attempt to be all-inclusive; that is, it should not attempt to relieve the employee of all responsibility for the cost of the items covered.

"Schedule A attached shows your present program, and result of operation for the year 1953. Employees are permitted to carry group hospitalization and surgery coverage on their dependents, employees paying the cost. So, for information the schedule also shows the result of operation of dependent coverage.

"Schedule A also shows additional costs incurred by the City:

"(a) Since the City is not now protected against claims for damages for occupational accidents and illness it carries an Excess Liability Insurance Policy which attempts to limit the City's Liability to \$20,000.00 in any one case. Even if such limit should be established, the City Attorney, I believe, must still defend the case. The premium cost of this policy in 1953 was \$9,368.00.

"(b) During the year 1953 the City paid medical, hospital and surgical costs for occupational accidents and illness in excess of insurance coverage amounting to \$3,964.00.

"(c) Although the City has a personnel policy of allowing employees one day per month sick leave with an accumulative total of 90 days, I am told that for employees absent from work because of occupational accidents and sickness their sick-leave is not charged. During 1953 the wage cost for such absence was \$9,389.00.

"(d) Mr. Blodgett has told me that the wage cost for non-occupational sick-leave absence during 1953 was \$95,500.00. Please note that the potential annual cost is approximately \$260,000.00.

"The present program does not provide adequate protection to the City because there is no limit of liability in case of occupational accidental death and disability, and claims paid under present insurance contracts cannot offset judgements in suits for damages.

"It seems reasonable to assume with continuation of the present program because of the high claims ratio the already high cost of inadequate coverage will be increased, else the insurance companies will request release from their contracts. (See schedule B)

"It seems obvious that the City should make such policy changes and changes in the insurance program so as to provide adequate protection to the City and at the same time provide necessary and adequate protection to employees in case of occupational accidents and sickness; and provide a reasonable life and health insurance program for employees in case of non-occupational accidents and sickness.

"The following recommendations are therefore made:

"Occupational Coverage.

"(1) The City should take out a Workman's Compensation Insurance contract to provide legal limits of benefits to employees.

"Such policy would give adequate protection to the City against suits for damages. It would provide more coverage for employees in occupational sickness and accidents, by increasing maximum accidental death benefits from \$6,000.00 to \$9,000.00, and also provide coverage for permanent partial and total disabilities which the employee does not now have.

"The City should discontinue paying sick-leave and the difference between the doctor, medical and hospital charges and the amounts allowed under the terms of the Workmen's Compensation Insurance Policy administered under the supervision of the Industrial Accident Board.

"Non-Occupational. Provide the following non-occupational coverage for employees at no cost to the employees:

"(2) Life Insurance, \$1,000.00 group term.

"(3) & (4) Daily Hospital Room and Board, 31 day limit, up to \$7.00 per day, and other Hospital services up to \$140.00.

"(5) Surgical Benefits, schedule \$225.00 limit.

"(6) Accident and Sickness Benefit Insurance to pay for loss of time from work, 1st day accident, 4th day sickness, maximum 13 weeks, paying approximately one half of base pay as shown in schedule C.

"Discontinue the \$6,000.00 accidental Death and Dismemberment Insurance Policy because it does not serve the purpose for which it was originally taken out, and would have Workmen's Compensation as a replacement.

"Discontinue the Pregnancy and Maternity Benefits in the Hospitalization and Surgical Policies, because pregnancy is not an accident nor sickness, and even if it were, only a small percentage of employees might benefit from this policy provision while the premium is paid on all employees.

"Discontinue the Excess Liability Policy.

"Discontinue Medical, Hospital and Surgical payments made by requisition.

"Discontinue the policy of giving employees one day per month sick-leave.

"The estimated costs are based on present program rates that may be high because they are now for 24 hour coverage whereas under the suggested program the rates would be only for non-occupational coverage. In addition, elimination of pregnancy benefits would also reduce the rates.

"It is my opinion that the suggested program properly administered would be realistic, would provide adequate protection to the City and satisfactory benefits to the employees, that the costs would be reasonable, and that the citizens would look on the program as being fair and equitable.

"Sincerely yours,
A. P. D.
A. P. Dooley

"APD/vs

SCHEDULE A
CITY OF AUSTIN
EMPLOYEE INSURANCE AND OTHER BENEFITS AND COSTS

KIND OF BENEFIT	Amount of Benefit	Monthly Premium	1953 Cost	Claims Cost 1953	Ratio of Claims pa to cost
EMPLOYEES					
(1) Life Insurance	\$1,000.00	\$1.07	\$26,406.78	\$14,000.00	53%
(2) Accidental Death & Dismemberment	6,000.00	.786	19,969.91	36,000.00	180%
(3) Daily Hospital Room & Board 31 day limit Per day up to	7.00)	1.323	25,529.11	29,314.78	115%
Other Hospital Services up to (includes pregnancy benefits)	140.00)	1			
(4) Surgery up to	225.00	.723	14,091.75	15,216.45	108%
(5) Accident (Discontinued 1954)			4,531.80	10,370.68	229%
			\$90,529.35	\$104,901.91	
			\$ 9,368.00		
(a) Excess Liability Policy					
(b) Medical Hospital, Surgical payments made by requisition-occupational			\$ 3,964.00	3,964.00	
(c) Wages paid for accident & sick leave occupational			9,389.00	9,389.00	
(d) Wages paid for accident & sick leave non-occupational			95,500.00	95,500.00	
(Potential cost for 1953 was approximately \$260,000.00)					
			\$208,750.35	\$213,754.91	
DEPENDENTS					
Hospitalization up to	\$ 7.00				90%
Extras up to	140.00		\$ 2,591.88	23,407.45	82%
Surgery up to	225.00		13,086.02	10,696.50	
Total Premium (1) \$2.89; (2) \$4.54			\$ 32,004.90	34,103.95	

SCHEDULE B
PERCENTAGE OF CLAIMS TO PREMIUM COST

<u>EMPLOYEES</u>	<u>COVERAGE</u>	<u>1953</u>	<u>1952</u>	<u>1951</u>	<u>3 Year Coverage</u> <small>Covered</small>
	Life Insurance	53%	58%	31%	47.33%
	Accidental Death and Dismemberment	180%	32%	36%	82.66%
	Hospitalization	115%	100%	100%	105. %
	Surgical	108%	103%	89%	100. %
	Accident (Discontinued 1954)	229%	813%	629%	557. %

CITY OF AUSTIN, TEXAS

DEPENDENTS

Hospitalization	90%	80%	70%	80%
Surgical	82%	80%	57%	73%

For Schedule A

Note (1) Insurance becomes effective upon expiration of six months full time employment.

SCHEDULE C
CITY OF AUSTIN
RECOMMENDED EMPLOYEE INSURANCE PROGRAM

KIND OF BENEFIT

Amounts

Monthly
Premium
Rates

Estimated
Annual
Cost

OCCUPATIONAL

(1) Workmen's Compensation

Legal Limits

\$56,919.00

NON-OCCUPATIONAL

(2) Life Insurance, group term

\$1,000.00

26,500.00

(3) Daily Hospital Room and Board

7.00)

25,500.00

up to

(4) Other Hospital Services

140.00)

up to

(5) Surgical

225.00)

up to

(6) Accident and sickness benefits 1st day

accident, 4th day sickness - Maximum

13 weeks: as follows:

WEEKLY BASE PAY

Weekly
Benefits

Number of
Employees

\$ -0-

up to

\$39.99 inc.

\$ 15.00

441

6,774.00

40.00

up to

59.99 inc.

20.00

1161

23,266.00

60.00

up to

79.99 inc.

30.00

610

18,007.00

and up

40.00

285

11,149.00

\$182,115.00

TOTAL ANNUAL COST

The City Manager outlined the early insurance experiences of the City. MR. BLODGETT explained the manner in which the insurance tied in with compensation of the employees. The City Manager also explained the possibility of the City's carrying its own insurance, and stated he would get an estimate on this, and also his recommendation regarding the fire insurance. Councilman Thompson moved to introduce into the Minutes a Resolution thanking MR. PAT DOOLEY for taking his time as a private citizen to help the Council figure out an answer to one of its problems; the Council commending him as it had other citizens for doing like jobs in other areas. The motion, seconded by Councilman Long, carried by the following vote:

Ayes: Councilmen Long, Pearson, Thompson, White, Mayor McAden
Noes: None

The Council then went over the Personnel Policies. Councilman Long suggested that on Page 10, (c) that the words "make recommendation to the Council who shall make the final determination" be added after, "The Personnel Director shall...., revise the job specifications if necessary, and submit his findings in writing to the Job Evaluation Committee who shall". Councilman Long suggested adding in this paragraph, "Creation of any new job, the job shall be evaluated by the Job Evaluation Committee and recommended to the Council for final passage". The City Manager read the present ordinance in this respect. He did not recommend these changes, as the present ordinance provided for final approval by the Council. No action was taken by the Council, and the matter laid over for a week for further study.

The City Manager stated the City had an opportunity to extend its present contract in buying air condition units for the Hospital, the units to be delivered next year. He recommended the purchase of 140, at \$165.00 which was \$5.00 cheaper than the contract called for. The company was a very reliable company. Councilman Pearson moved to purchase these air conditioners. The motion, seconded by Councilman Thompson, carried by the following vote:

Ayes: Councilmen Long, Pearson, Thompson, White, Mayor McAden
Noes: None

Mayor McAden introduced the following ordinance:

AN ORDINANCE ORDERING AN ELECTION IN THE CITY OF AUSTIN, TEXAS, TO BE HELD ON OCTOBER 16, 1954, FOR THE PURPOSE OF SUBMITTING TO THE QUALIFIED VOTERS OF THE CITY OF AUSTIN, FOR ADOPTION OR REJECTION, AN ORDINANCE CONTAINED IN A PETITION FILED WITH THE CITY CLERK OF THE CITY OF AUSTIN ON THE 1ST DAY OF JULY, 1954.

The ordinance was read the first time and Councilman Thompson moved that the ordinance be passed to its second reading. The motion, seconded by Councilman Pearson, carried by the following vote:

Ayes: Councilmen Long, Pearson, Thompson, White, Mayor McAden
Noes: None

There being no further business the Council adjourned at 6:00 P.M. subject to the call of the Mayor.

APPROVED


Mayor

ATTEST


City Clerk